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PHOTOGRAPHIC INTELLIGENCE CENTER

PIC REGULATION
NO. 20-110

PERSONNEL
1 August 1960
Revised

PHOTOGRAPHIC INTELLIGENCE CAREER SERVICE BOARD

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REFERENCE: (1) CIA [REDACTED] 15 December 1955
(2) DD/I Notice 20-110-2, 17 November 1954
(3) DD/I Notice 20-110-3, 17 November 1954

1. GENERAL

This Regulation establishes the organization, responsibilities, and functions of the Photographic Intelligence Career Service Board.

2. MEMBERSHIP

a. The Head of the Photographic Intelligence Career Service is the Director, PIC. The Photographic Intelligence Career Service Board, acting in an advisory capacity to the Director, will consist of the following:

Chairman - Deputy Director

Members - Chief, Requirements Staff
Chief, Publications Staff
Chief, Data Management Division
Chief, Photographic Analysis Division
Chief, Technical Intelligence Services Division

Secretary - Chief, Administrative Staff

b. In the absence of a Division or Staff Chief, a Deputy Chief may sit as a member of the Board at the invitation of the Chairman.

3. RESPONSIBILITY

It will be the responsibility of the Photographic Intelligence Career Service Board to advise the Director, PIC, on personnel management matters and to monitor the application and functioning of the CIA Personnel Program as it applies to the members of the Photographic Intelligence Career Service.

4. FUNCTIONS

a. The Board will review all new or proposed changes in major policies and programs in the fields of personnel management, career development, and training and will make appropriate recommendations to the Director, PIC.

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b. The Board will review individual personnel actions, proposals, and nominations in the following categories and will recommend to the Director, PIC, that he approve, disapprove, or take other appropriate action on the request or proposal:

(1) Career Staff Membership

All applications for membership in the CIA Career Staff will be reviewed by the Board.

(2) Rotation or Reassignment

All requests for rotation or reassignment of personnel within PIC or to other components of the Agency will be reviewed by the Board.

(3) PIC Vacancies

Applications for PIC vacancies, Grades GS-13 and below, from PIC employees or other components of the Agency will be reviewed by the Board. If no qualified Agency candidates are available, the Board will consider proposed recruitment actions.

(4) Nominations for DD/I Vacancies

The Board will review applications from members of the Photographic Intelligence Career Service for vacancies in other DD/I offices.

(5) Promotions

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All recommendations for promotions to grades GS-14 and below will be reviewed by the Board. Recommendations for promotions to grades GS-14 and GS-15 will be forwarded to the Intelligence Career Service Board for final approval.

(6) Career Development

The Board, at the request of the Chairman or any Member, will provide advice and assistance in regard to individual career development plans.

(7) Awards

The Board will review all recommendations for Agency awards and decorations.

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(8) Training

The Board will review all requests for Agency-sponsored external training and all requests for internal training in excess of one month.

c. A Member of the Board may raise for Board consideration any case or matter in regard to personnel management or career policy that he deems appropriate.

d. Any employee of PIC may request the Board to review individual career plans or personnel matters and to provide appropriate guidance.

ARTHUR C. LONDARL
Director

Distribution No. 5

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